**RETIRED TEACHERS’ ASSOCIATION OF MANITOBA**

**RTAM 35th ANNUAL GENERAL MEETING**

**Wednesday November 20, 2024**

**Online Via GetQuorum**

**8:30 AM –** The online waiting room opened, and members could watch a video which explained how to vote, unmute, ask questions, speak and make a motion.

**9:00 AM –** The GetQuorum facilitator spoke to the group and reinforced the material presented in the video and ran a test vote, so people understood how it worked. The facilitator indicated they would be responding to member issues and or concerns related to the technology through the Q&A box.

1. **9:06 AM - Call to order by the President Gabe Mercier.**

**Note:** There were 181 members present including the Board and Executive at the call to order.

1. Oh Canada. A video version of the anthem by the RTAM Choir was played.
2. Land Acknowledgement. President Gabe Mercier read the land acknowledgement.
3. Blessing. A video version of the blessing was provided. /
4. **Welcome and Opening Remarks were provided by the President Gabe Mercer**

The President also asked for time at the end of the meeting to make an announcement.

1. **IN MEMORIAM**

Staff provided information about how this process would operate in the future. The publishing of names at the AGM or in KIT would only take place when permission from the members family has been received.

1. **Introduction of the AGM Chair.** The President Gabe Mercier made a short comment and introduced Dave Najduch as the RTAM AGM chair for this meeting.

The Chair provided a greeting and reviewed several procedural items including the following.

* This meeting was a shortened version of a regular AGM meeting and would end at 12:00 PM.
* It was made clear that for a non-bylaw motion to pass it would need a 50% plus one of those voting to be carried. For a Bylaw resolution to pass it would require 2/3rds majority of those who voted to be carried. Abstentions or members who decided not to vote would not be counted in the totals for either type of vote.

1. **Adoption of the Agenda**

A member asked to amend the agenda to include 2 motions, one of non-confidence in the Board and the second of non-confidence in the Executive Director.

After a brief discussion and clarification with the member by the Chair, both motions were ruled out of order. The Chair offered the opportunity to challenge the ruling, and the member choose not to.

***MOTION:*** *Moved by* ***Marilyn Weibe****, seconded by* ***Audrey Siemens*** *that the agenda of the 35th RTAM Annual General meeting held November 20, 2024, be approved.*

***CARRIED*** *(For 100 / Against 6 / Present 181)*

1. **Adoption of the Minutes from the 34th RTAM Annual General Meeting May 8th, 2024**

**MOTION:** Moved by **Audrey Siemens**, seconded by **Marilyn Weibe** that the Minutes of the 34th RTAM Annual General meeting held May 8, 2024, be approved as presented.

***CARRIED*** *(For 100 / Against 0 / Present 181)*

1. **Election Update** / Positions with the RTAM Board of Directors.

**Note: the following is shared as information and no vote is required.**

The RTAM Policy Manual states that applications for the Board of Directors must be received by the office, Board or RO no later than one month before the AGM. Due to the recent updates to policy, the full month of notice has been waived for 2024. The new timeline for this AGM (2024) is to have any applications to the Board of Directors in no later than 15 days prior to the AGM or Tuesday November 5th, 2024. Fourteen days prior to the AGM, Wednesday the 6th of November, all those seeking position with the Board will be shared online and with registrants for the meeting.

Maintain their position with the Board until November 2025 AGM:

* Marilyn Wiebe Director (year 2 of their term)
* Audrey Siemens Director (year 2 of their term)
* Vicky Hutchinson Director (year 2 of their term)
* Jocelyne Fraser Treasurer (year 2 of their term)

Seeking a to renew their term on the Board (2024 to 2026)

* Gabe Mercier President (year 1 of their new 2-year term)
* Jayesh Maniar Vice President (year 1 of their new 2-year term)
* Peter Narth Director (year 1 of their new 2-year term)
* Betty-Jean Checkley Director (year 1 of their new w 2-year term)

1. **Chapter Approval for Portage La Prairie**

**MOTION:** Moved by **Betty Jean Checkly**, seconded by **Vicki Hutchinson** that the formation of a Portage La Prairie Chapter be approved.

**Carried (For 108, Against N/A, Taking part in the Vote 115)**

1. **Bylaw Change / a new proposal for an “Education Community Membership”**

Five articles / items of information about this topic appeared in the pre-reading materials provided in the RTAM AGM web page prior to this meeting.

1. An Open Letter to RTOERO / from Members of ACER-CART
2. Benefits of Growing RTAM Membership / Point form page.
3. Education Community Membership / Point form page.
4. Education Community Membership / Report from the RTAM Board of Directors
5. Education Community Membership Motion / Brief rational and the wording of the motion.

At this meeting the following took place:

1. **Presentation** / Current organizational risk to RTAM finances (Executive Director / E.D.).

The E.D. reviewed the issue of raiding by the Retired Teachers of Ontario (RTO). RTO have reduced their membership fee to $0.00 and have started recruiting members in the western provinces to enroll in their insurance program.

The expansion of the RTO program provides more insurance management fees, an expanded pool of members which reduces insurance costs and the ability to increase the type of coverage the RTO can provide.

If RTAM sees a reduction in members and our fees collected along with reduced numbers in our insurance plans the organization may face a major financial crisis in the near future.

RTO also allows for education community members (non-teachers) to access their insurance plans.

1. Information provided by ACER-CART, BCRTA and ARTA regarding shared concerns.

(RTAM Vice President)

The western provincial retired teacher organizations all share concerns about RTO raiding and the impact this could have on their membership fees and the services they can provide through their insurance programs. RTO poses a real threat to all the western organizations.

**NOTE:** For specific detailed information about membership numbers, funding, insurance plans and fees review the information listed in 1-5.

**The Bylaw was moved and discussed. The wording is provided 4.01 d) below.**

**4.01 d) Education Community Membership in RTAM shall be available to:**

A retired individual who has worked within a school, college, university or education learning facility within Manitoba as part of the education community for a minimum of 5 years;

• Education Community members are not voting members of RTAM and as such may not vote on formal matters of RTAM business or take any position with the RTAM Board of Directors.

• Any person qualified for such membership shall become an Education Community Member upon payment of the set membership fee.

Several issues were brought up by the membership during the debate on the motion. The following is a short summary which reflects most of the questions asked and the responses provided.

1. New community members would be allowed to serve on RTAM Committees but would not be able to run for the Board or Executive. They would not be allowed to vote in RTAM elections or at the AGM. It was not clear if they could vote at the committee level.
2. When individual community members apply for their health coverage, they would need to fill out a form and the insurance provider would determine if they were allowed in. This determination would be based on any pre-existing medical conditions.
3. Participation in the various plans would be monitored on a year-to-year basis as a group or groups. The impact this has on the plan would determine if the specific group would be allowed to remain into the future.
4. In the event a group would no longer be allowed access to RTAM plans at some point in the future, the Board would consider grandparenting those who had already gained access.
5. As these new membership groups gain access, there is a hope that detailed transparent information on their impact to our plans would be provided at the AGM on an annual basis.

**MOTION:** Moved by Jayesh Maniar, seconded by Peter Narth that Bylaw Article 4 Membership be amended by adding a new **4.01 d) Education Community Membership**.

***CARRIED*** *(For 101 / Against 11 / Present 153)*

1. **10:40 AM – Fifteen (15) Minute Break**
2. **RTAM Treasurers Report / Jocelyne Fraser**
3. **Auditors Report 2023-2024**.

**NOTE:** The auditors report is available in the office by appointment if members wish to read it*.*

Several errors in the formatting and placement of numbers were identified in the Power Point. The Chair indicated he was responsible for the new format and the errors were his. A new updated version of the Power Point would be posted on the RTAM web page with the corrections.

There was a brief discussion about why the actual Auditors report is not provided. This will be reviewed by the Board, and it might be possible to provide a redacted version in the coming years.

**MOTION:** Moved by **Jocelyne Fraser (Board),** seconded by Gabe **Mercier** that the information from the auditor’s report for 2023-2024 be received as information.

***CARRIED*** *(For 92 / Against 2 / Present 156)*

1. **Scarrow and Donald Accountants** will be providing accounting and audit services for the 2024 -2025 fiscal year. (No motion required)

It was indicated that several different firms were contacted, and submissions were provided. This company has a lot of experience in working with “not for profit” organizations and will be involved in accounting and audit work for RTAM.

1. **Membership Fee**. The current fee is $36.00 per year/ $3.00 per month. The RTAM Board is recommending the fee increase to $48.00 per year / $4.00 per month effective July 1, 2025.

The motion to set the fee at $48.00 per year or $4.00 per month was read and an amendment was proposed.

**AMENDMENT:** A motion was introduced to amend the fee request to $36.00 per year / $3.00 per month.

The mover indicated that significant savings had been found because of more online meetings and less paper being sent out. The mover felt numbers presented in the budget and the auditor’s report did not merit the fee increase being asked for. A brief discussion took place.

**MOTION:** Moved by BillCann, seconded by John Sushelnitsky that the 2024-2025 Membership fee be approved at $36.00 per year / $3.00 per month effective July 1, 2025*.*

***DEFEATED*** *(For 44 / Against 60 / Present 147)*

**MOTION:** Moved by JocelyneFraser (Board), seconded by Gabe Mercier that the 2024-2025 Membership fee be approved at $48.00 per year / $4.00 per month effective July 1, 2025.

***CARRIED*** *(For 81 / Against 27 / Present 145)*

**Chair:** At this point in the meeting the Chair expressed concerns that time would be running out on the use of the technology prior to the work of the meeting being completed. The E.D. returned with information indicating that another 30 minutes of access would be provided and that the meeting could continue with the business of RTAM.

1. **RTAM Reimbursement Rates (Claim amounts)**. They now align with CRA amounts.
2. Meals: Breakfast $24.75, lunch $25.00, supper $61.50
3. Travel: private vehicle $0.70 per kilometer for the 1st 5000 KM claimed. $0.64 for any KM claimed above the 5000 KM in a single year.
4. Hotel, Flights and Computer Consumables to remain consistent with 2024 and previous years within the RTAM Bylaws and Policy.

A concern was raised about the amount listed under supper at $61.50. The E.D. indicated all the amounts came from a CRA document and he indicated they were an amount members could claim up to. To date no one in RTAM had claimed $61.50 for supper. Concern was also raised about the km rate being excessive.

**MOTION:** Moved by Jocelyne Fraser (Board), seconded by Gabe Mercierthat the Reimbursement Rates effective after this AGM be as printed in Treasures Report d) i-iii be as listed.

***CARRIED*** *(For 56 / Against 48 / Present 144)*

1. **RTAM Budget Approval**. This will cover the period July 1, 2025, to June 30, 2026.

The Pre-Event Documents included 2 draft budgets. The first represented a 20% reduction in membership and a 20% loss of Johnson revenue.

The second draft represented an increase in membership numbers with an increase in Johnson revenue. This increase would be based on the passing of the Community Membership Bylaw. As a result of the Bylaw passage, this was the Budget document discussed.

The Budget was moved, and a discussion occurred. Questions were asked about funding of programming and clarification of various expenses as they were indicated in the document. After some discussion the vote took place.

**MOTION:** Moved by **Jocelyne Fraser (Board),** seconded by **Gabe Mercier** that RTAM Budget for July 1, 2025, to June 30, 2026, be approved as presented.

***CARRIED*** *(For 75 / Against 17 / Present 137)*

1. **Consent Agenda** / A copy of the reports was provided in the Pre-Event Documents prior to the AGM.

No presentations were made, and the membership had no questions on the reports.

1. Presidents Report
2. Vice-Presidents Report / ACER-CART
3. Executive Directors Report

**MOTION:** Moved by Vicky Hutchinson, seconded by Audrey Siemens that the Consent Agenda reports be received as information.

***CARRIED For 77 / Against N/A / Present 87***

1. **Business arising from the meeting.** There was no business arising from the meeting.
2. **AGM Evaluation Process and Volunteer Form (Member Profile)**
   1. AGM Evaluation. A form would be posted in the AGM section of the RTAM web page. It can be completed and submitted**.**
   2. RTAM Volunteer forms**.** Currently the Board has indicated all committee positions have been filled for this coming year. On a go forward basis, volunteer requests will be made in the member Profile Section of the Web page for specific events and the RTAM committees for next year. Doing this process electronically assures all completed requests will be received by the office and passed on to the appropriate committees.

**President’s Announcement**

The President Gabe Mercier began by indicating he had several comments to share prior to making his announcement. After listening briefly, the Chair asked the President to stop speaking. Based on what had been said the Chair was concerned that the President might be putting himself at risk with the RTAM Board given the nature of his opening remarks.

After a brief discussion with the President, the Chair indicated that the President could put his concerns in writing and share them with the Board and if necessary, through KIT at some point in the future. The President stated he would not be pursuing that route.

**Announcement:** The President Gabe Mercier stated effective immediately, he would be resigning his position on the Board.

**Chairs Closing:** The Chair thanked the members for their participation in the meeting and strongly encouraged them to complete the evaluation form to provide feedback about the meeting.

1. **Adjournment:** the AGM was adjourned at 12:32 PM.